

Senate File 375 - Reprinted

SENATE FILE 375
BY COMMITTEE ON STATE
GOVERNMENT

(SUCCESSOR TO SF 225)

(As Amended and Passed by the Senate March 19, 2015)

A BILL FOR

1 An Act relating to the treatment of adoptive parent employees
2 and making penalties applicable.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. **91A.5B Treatment of adoptive parent**
2 **employees.**

3 1. For purposes of this section, "*adoption*" means the
4 permanent placement in this state of a child by the department
5 of human services, by a licensed agency under chapter 238, by
6 an agency that meets the provisions of the interstate compact
7 in section 232.158, or by a person making an independent
8 placement according to the provisions of chapter 600.

9 2. An employer shall treat an employee who chooses to
10 adopt in the same manner as an employee who is the biological
11 parent of a newborn child for purposes of employment policies,
12 benefits, and protections for the first year of the adoption.